

# News Letter

AMERICAN MANAGEMENT  
ASSOCIATION

20 Vesey Street

New York, N. Y.

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No. 24.

October 31, 1925.

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## **Sales Executives' Conference**

Don't forget the Sales Executives' Conference to be held at St. Louis on December 3rd and 4th in cooperation with the Sales Managers' Bureau of St. Louis Chamber of Commerce. If you have not received an invitation and wish to have one, write to W. J. Donald at 20 Vesey Street, New York, N. Y.

## **Employee Representation Conference**

If you have not received and wish an invitation to the second conference on Employee Representation held under the auspices of the Production Executives' Division of the American Management Association, at the New Kansas City Athletic Club, Kansas City, Mo., write to W. J. Donald at 20 Vesey Street, New York.

## **List of New Members Since October 19, 1925.**

The following company members have joined the Association since October 1, 1925:

American Chain Company, Bridgeport, Connecticut.

Beech-Nut Packing Company, Canajoharie, New York.

Cutler-Hammer Manufacturing Company, Milwaukee, Wisconsin.

B. F. Goodrich Rubber Company, Akron, Ohio.

James F. Newcomb & Company, Inc., New York, N. Y.

76 individuals have joined during October 1925: 16 individual members, 7 professors, 2 juniors, 1 library, 50 students.

### **For Controllers.**

A copy of the paper on "The Organization of the Functions of the Controller", presented by Arthur Lazarus, C. P. A., of the Dry Goods Economist will be sent free on request to any *controller* who will send his name, company and full address to the Association at 20 Vesey Street, New York, N. Y.

### **Junior Memberships and Junior Chapters**

Last winter a class of junior members for persons under thirty years of age, not including college students, was established. The dues are \$10.00 a year, or in the case of junior professors \$5.00 a year. At the same time a student membership and student chapter plan was adopted. A plan of student membership and student chapters was worked out in co-operation with a committee of Yale University students and a considerable membership was developed before the end of the college year. A chapter was established at Yale University and this chapter has already made rapid strides this autumn.

Recognizing that student members and junior members probably cannot attend most of the national conventions, the Association is planning to provide junior chapters as a medium for the meeting of junior members in their respective communities. The idea is that these junior chapters will be for the men under thirty years of age and that the officers and members of the Executive Committee of each junior chapter will not be over thirty years of age. In other words the chapters will be organized for the purpose of affording the younger men an opportunity to:

1. Get together to discuss problems in which they are interested.
2. Develop their capacity for leadership and organization of a group.
3. Develop their capacity to express themselves on their feet before a group small or large.
4. Bring these young men to the fore and gain adequate recognition for their capacities—thus affording them a means of gaining promotion.

5. Make the acquaintanceship of other men of their own age and the executives of other companies in their community.

6. Do some worthwhile committee work on such subjects as they might choose.

It is frankly recognized by the Board of Directors that this Junior Chapter plan is new, but it is believed that it will serve most of the important functions of sections or chapters such as the national professional societies have. The idea has, therefore, been to experiment and the plan will be tested out actively in a number of cities during the coming winter and probably adopted officially and permanently in the course of the next few months.

### **It Is Worth While.**

"In referring the students at Yale to me for my opinion as to the relative merits of the various management associations you certainly did only what I am very glad to have you do.

As I told you when you were here, it has been my experience as a result of my membership in nearly all the management associations of national scope, that the American Management Association has become by far the most valuable to the practical shop executive. The problems that you are helping to clarify are real and such that every manager is confronted with regularly. The Association's method of handling these problems, gathering together the experience of its members and others, collecting and analyzing such solutions as have been really tried, and trying every opportunity to deduce from them the principles of management involved, appears to me to be sounder and far more satisfactory than the more theoretical methods followed by other organizations that I know of.

Furthermore, as a clearing house of information and forum for the shop executive it does not seem to me that your association is to any degree in competition with or antagonistic to the objectives of other associations of generally similar nature and purpose." L. S. TYLER, Vice President, The Acme Wire Company, New Haven, Conn.

## Board of Councillors

The nominating committee place in nomination for the Board of Councillors for the two year period January 1, 1926 to December 31, 1927 the following twenty-five members of the Association from each of whom the written consent to serve has been secured and deposited with the secretary:

- L. S. Bitner, Store Manager, William Filene's Sons Company.
- F. S. Blanchard, Assistant Treasurer, Pacific Mills.
- Jacob Disston, Jr., Treasurer, Henry Disston & Sons Company.
- A. S. Donaldson, Assistant General Manager, R. H. Macy & Company.
- Ernest Draper, Treasurer, Hills Brothers Company.
- Harvey Ellerd, Manager of Industrial Relations, Armour & Company.
- Otto P. Geier, Director, Employees' Service Department, Cincinnati Milling Machine Co.
- Neil C. Lamont, Assistant to Vice-President, Worthington Pump & Machinery Corporation.
- J. D. Lent, Sales Manager, Western Clock Company.
- R. F. Lovett, Head, Sales Research Department, Procter and Gamble Company.
- U. J. Lupien, Service Department Manager, Cheney Bros.
- Fowler Manning, Director of Sales, Hoover Company.
- E. S. McClelland, Personnel Director, Westinghouse Electric & Manufacturing Company.
- Franklin B. Mead, Secretary and Actuary, Lincoln National Life Insurance Company.
- Henry C. Metcalf, Director, Bureau of Personnel Administration.
- Louise Moore, Employment Service Manager, Dutchess Manufacturing Company.
- Homer E. Niesz, Manager of Industrial Relations, Commonwealth Edison Co.
- Percy C. H. Papps, Mathematician, Mutual Benefit Life Insurance Company.
- Louis L. Park, Supervisor of Welfare, American Locomotive Company.
- R. S. Quinby, Service Manager, Hood Rubber Company.
- George Satterthwaite, Vice President, Henry Disston & Sons, Inc.
- B. D. Rogers, Manager, Labor Bureau, Bird & Son, Inc.
- S. F. Shattuck, Treasurer, Kimberly-Clark Company.
- John S. Shaw, Hercules Powder Company.
- W. B. Williams, Personnel Director, National City Bank.
- W. H. Winans, Manager, Industrial Relations Department, Union Carbide & Carbon Company.

Any ten members of the Association may nominate another candidate for the Board of Councillors by filing with the secretary, at least by November 20, the written consent of each nominee to serve if elected together with a petition signed by ten members.

Respectfully submitted,

NOMINATING COMMITTEE,

E. S. Cowdrick, *Chairman*  
C. S. Ching  
Meyer Bloomfield  
E. E. Sheldon  
H. M. Jefferson

**Send to us for it.**

"Building a College Career on Character" is the title of a pamphlet describing the college loan plan of the Curtis Publishing Company. The Association will be glad to send a copy on request.

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